

The International Institute for Middle-East and Balkan Studies (**IFIMES**) in Ljubljana, Slovenia, regularly analyses events in the Middle East and the Balkans. **Dr. Rokosh Garib<sup>1</sup>**, the Owner of Training, Consulting & Reintegration Agency (Holland's Center for development & Promotion) from Holland, has presented her view on the rehabilitation program for refugees in the Netherlands. Her article entitled "**BUILDING VOCATIONAL REHABILITATION PROGRAM FOR REFUGEES IN THE NETHERLANDS**" is here published in its entirety.



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1

## **BUILDING VOCATIONAL REHABILITATION PROGRAM FOR REFUGEES IN THE NETHERLANDS**

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Immigration is generally a geographical phenomenon reflects the dynamic nature of population, proved that immigration is a phenomenon accompanied the life of each human ages have led to eruptions, the results of reform and substantial changes in societies and developed new communities and ages and restore land.

Today, migration has become a major problem being the result of political and economic reasons or as a result of natural disasters, wars and ethnic and national conflicts and persecution, such crises often ravaged country by immigrants and forced them to leave their countries and stay in the states are often more advanced and safer, especially Europe America, and Australia. And a request for the protection of security and live in peace or to improve their economic and living. The migration has become particularly immigration and could be called (forced migration) have a global phenomenon, many problems of the both parties; migrants (refugees) and foster States of migrants, and this is visible in many countries, particularly the Netherlands, which could be one of the most Western countries incubator for immigrants, particularly in the last ten years, The Netherlands which called now "Country of Multinational".

One of the most important problems to consider striking and facing refugees and the institutions of Dutch government. Today is what it could be called projects and programs of social and vocational rehabilitation, particularly for refugees in the Netherlands. And most of these problems is the high rate of unemployment in the ranks to become refugees in their professional work in the lowest Level. Although most refugees are owners of their certificates and postgraduate degrees or have practical and scientific experience in their origin countries, which led to a dependence on salary of social benefits and subjection to the conditions of inappropriate and cruel from the social affairs of the municipality, or involvement in the work of non - Appropriate and in a lower level of scientific, and practical potential, as well as pension and social status, through institutions and vowed to companies with the municipality on behalf of vocational rehabilitation. And by research and studies by the Central Bureau of Statistics (Regioplan Beleidsonderzoek).

The researcher felt through examines many programs of rehabilitation and professions rehabilitation in the Netherlands. The results of these programs and plan to adapt the process of social and vocational rehabilitation are not satisfactory to the both parties, the refugees are not satisfied neither the Dutch are agree. The building of the program by the Dutch specialist is a reflection of his views, culture, concept of adaptation, and rehabilitation.

The research consists of two parts; the theoretical section and the field section:  
**The theoretical section** included six chapters. **In Chapter I**, the researcher

offered the research's problem, is problematic vocational integration of refugees and focused on the diagnosis of the causes of non-vocational integration and its deceleration and the causes of unemployment and to consider striking among the refugees and their lack of equal opportunity in employment or practice of inappropriate potential and According to their former level of education in their original countries. And to draw attention to their problems and illnesses into account the psychological and physical and social suffered as a result of the exceptional circumstances which they faced before. And to address the causes from both parties, the Dutch and the refugee himself. In the absence of an integrated program appropriate for the refugees and facilitate the process of coping with (Inburgering) and a program of rehabilitation and social rehabilitation and vocational (integratie / re / integratie in de samenleving en arbeidsmarkt) as presented in this chapter are the objectives of the research and access to a special appropriate program for the rehabilitation refugees professionally in the Netherlands, where condensation in the dual programs and grants greater opportunity in the Dutch language on the basis of the mother tongue of the illiterate. To encourage and give more opportunities to build special projects and service productivity.

This chapter also dealt the importance of research in finding the causes of non-integration of refugees in the employment field, and the importance of the study of human behaviour as a means satiable for everyone, and the growth and development of societies. The importance of recognizing the situation of refugees, particularly the subject of non-professional integration and the practice of inappropriate or other work pressures. And the need to identify the pressures faced by refugees in various sectors, especially in productive work and therefore need to build a new appropriate program by the specialists descended from the same environments of the refugees and to achieve psychological and social stability, and vocational integration for the purpose of work. This chapter also limits the time of the research which began in 2005 to the end of 2008 and singled out the spatial of the study field and it was the city (Dotingem), which is located in the east of the Kingdom of The Netherlands, with a population of 74,000 people and the proportion of foreigners, with 13%, which the researcher lives there, where it was study and implementing the program on the category of refugees from different countries (such as Iran, Iraq, Afghanistan, Somalia and Turkey). And there were 23 samples for a period of 6 months. And the researcher offered different terms of vocational rehabilitation from the viewpoint of the Dutch and foreign planned.

Chapter II, studied the theoretical framework in which it referred to vocational rehabilitation and mental health. So this chapter includes the concept of mental health and the importance role of psychology in health at work and study physical and psychological problems for workers and labour laws, and stop work because of Age and illness, also achieve practical ongoing studies in which guidance and advice to the worker and employer.

Chapter III contained the pressures of work and unemployment and its relationship with realization of the vocational training system of refugee workers, also this chapter includes the conceptual framework, which is the three topics of interest to the study; the first deals with the reception, and the second deals with vocational rehabilitation, and the third deals with work stress.

While Chapter IV remark, the job satisfaction and productivity, as the researcher studied the job satisfaction, and many aspects of the effects and supporting factors to job satisfaction, and to identify the ways and means could be used to achieve the job satisfaction and the measures of the job satisfaction, and the concept of productivity and the factors which effect in it, in addition to the productivity and human relations.

Chapter V, contains the motivation and the refugee rehabilitation program, this chapter examines the concept and the nature of motivation, as well as the nature of incentives and their importance, in addition to design a program to rehabilitate the refugees.

And the final chapter in the theoretical framework of Chapter VI, previous studies in this area, where the researcher examined the four most important programs in the field of vocational rehabilitation applied in recent years in The Netherlands, and reviewed with the most important results properly.

The second section, the section included field research and the complementary two chapters of the previous chapters in the search, as Chapter VII, the design of vocational rehabilitation program for refugees and the other models of the programs used by institutions and companies specialized in training or rehabilitation in the workplace and Compared the consideration program reached by the researcher through the study and.

The last deal is included the development and change and adapt programs of social integration and professional product of the study, with conclusions and recommendations.

Researcher hopes that this effort is a new addition in the line of professional integration of refugees and to existing programs and used by municipalities and institutions competent in this area, calling for more attention to the qualifications and experience and possibilities in the essence of refugees, and give more opportunities Of coexistence in a multicultural society and harmonious in the Kingdom of the Netherlands.

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4

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